

SHAYNE N. DOWNTON

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SUMMARY OF QUALIFICATIONS

Accomplished professional universally respected in the Columbus Community. Responsibilities involve internal and external strategy with a specialty in diversity and inclusion, including managing people and speaking at big stage events. Adept at assessing situational needs, defining, and implementing strategies. Great communicator with experience for developing initiatives to meet diverse learning environments and audiences across organizations and systems. Ability to build and maintain solid business and personal relationships. Adept at building and leading teams including resource groups. Strengths include:

Strategy Development	Data Analytics/Problem Solving	Leading & Managing Teams
Project Management	Relationship Building	Community Relations
Leadership	Recruitment/Retention	Presentations

PROFESSIONAL EXPERIENCE

United Way of Central Ohio, Columbus, Ohio Chief Diversity and Inclusion Officer

May 2019 - Present

- Title changed to Chief Diversity and Inclusion Officer from Sr. Assistant Vice President. Responsibilities include developing goals/strategies to ensure organizational adherence to key principles of diversity, equity, inclusion, and cultural competence.
- Lead staff for United Way Diversity and Inclusion Strategic Advisory Council:
 - *Current Project* – Central Ohio nonprofit board diversity. *Goal:* Diversify local nonprofit boards.
- Manage and facilitate six-month nonprofit board leadership program(s) for novice, mid and senior level professionals: *Project Diversity* for racial/ethnic minorities and *Pride Leadership* for people in the LGBTQ+ community. Managed 400 + participants in 13 years.
 - Average 60% non-profit board placement rate with 40 participants per year
- Chair cross functional/cross departmental Internal Diversity, Equity and Inclusion Committee that include Sr staff members. Responsible for setting strategic direction, goals, objectives, strategies, and performance measures:
 - Research best practices & current trends.
 - Cultural climate surveys & D&I audits and trainings. Avg satisfaction training results – 95%
 - Develop strategies/activities to engage and advance staff and organizational culture in diversity, equity, and inclusion.
- Develop and maintain strategic partnerships/relationships with regional Chief Diversity Officers while leveraging opportunity for United Way of Central Ohio.

United Way of Central Ohio, Columbus Ohio Director of Diversity and Inclusion

June 2005 – May 2016

- Lead a 20-member committee of corporate, not-for-profit and community volunteers to develop and implement goals and strategies addressing diversity and inclusion in the central Ohio community. Manage initiative budget of \$200,000. Advise and set direction for senior management on diversity and inclusion business case, employee & volunteer recruitment/retention, training.

- Developed minority recruitment plan/strategy that resulted in 92% increase in applicants.
- Advise and partner with marketing staff to ensure multicultural collateral.
- Support engagement/relationship strategies with diverse populations.
- Lead 10-member staff team to execute United Way Funded Partner campaigns.
 - 2010 accomplished campaign increase of 14%
 - 2013 accomplished campaign increase 4.2%
- Manage consultant contracts and lead steering committee and subcommittees to develop organizational cultural competency standards and assessment tool. Craft framework, platform and implement system wide cultural competency standards to build capacity for United Way and 74 affiliate agencies for 25 standards.
- Lead volunteer driven process to develop and implement long-term plans to address Racial Disparities. Manage consultant contract to develop *Racial Disparities Report 2007* and responsible for disseminating plan to the community.
 - Developed Juvenile Justice Community Planning -Initiative. A county wide partnership of over 30 system representatives convened to reduce disproportionate minority contact, leveraging over \$250,000 in grants.
- Planned all functions of Champions of Diversity Award event. Manage selection committee, develop awards criteria, design agendas, talking points and emcee of event.

United Way of Central Ohio, Columbus, Ohio

Director, Safety

May 2003 - June 2005

- Lead staff for 25-member committee of corporate, not-for-profit and community volunteers to develop and implement strategies addressing safety related issues in the central Ohio community. Manage initiative budget of \$250,000. Major tasks include facilitating volunteers to define most appropriate issues to address, program planning and development, budgeting, evaluation, project management and advocacy. Develop and implement strategies through research and identify community indicators to monitor success. Manage annual United Way investment of \$2.5 million dollars supporting a broad array of services and programs.

Executive Director, Strategies Against Violence Everywhere (SAVE)

Columbus, Ohio 43215

May 1998 – May 2003

- Responsibilities included setting the vision and accomplishing the mission of the organization. Demonstrated ability to set priorities, attract committed volunteers and build solid public/private relationships with business leaders. Develop and plan results oriented programs that address youth violence prevention. Responsibilities included fundraising, gift accountability procedures and donor appreciation. Accountable for implementing major fundraiser event, in the amount of \$150,000. Increased budget from \$120,000 to \$390,000 in four years by developing and maintaining relationships with corporate and government resources. Manage agency budget and initiate and operate fiscal accrual management system. Develop, manage, and report on all grant contracts including City of Columbus, Franklin County, The Limited, Inc. and others. Manage staff of three-full time, one-part time and two interns. Maintain successful collaborations with The Buckeye Ranch and Columbus Public Schools while sustaining working relationship with Southwestern City School, Westland Family Violence Initiative, and various other nonprofit organizations.

**Sr. Commuter Specialist, Mid-Ohio Regional Planning Commission.
Columbus, Ohio 43215**

June 1994 - May 1998

- Promoted to Sr. Commuter Specialist. Foster good working relationships with businesses and local politicians in 11 counties in Central Ohio. Coordinate vanpool program for 11 counties in central Ohio. Conduct countywide transportation surveys to assess needs. Responsible to chair Ohio's Subcommittee for Rideshare. Established & chaired Franklin County Transportation Task Force developing an action plan moving people to jobs. Successfully organized & testified for the passage of tax-exempt legislation for vanpools in the State of Ohio. Volunteered on the State of Ohio's 10-member Transportation Committee for Welfare Reform. Served on United Way Employment Vision Council. Developed an approved plan to coordinate workforce development agencies which utilized vanpools as a source of transportation for central Ohio. Speaker and Panelist at Columbus Workforce Development Conference.

EDUCATION

BA, Political Science/Ethnic Studies, Bowling Green State University, Bowling Green, OH

PROFESSIONAL DEVELOPMENT & AFFILIATIONS

Graduate - United Way World Wide Advanced Executive Leadership Program 2020
Columbus Humane Diversity and Inclusion Committee - 2020 - Present
President Emeritus Central Ohio Diversity Consortium - 2019 - Present
Advisory Council African American Leadership Academy 2018 - Present
Board Member Central Ohio Diversity Consortium 2014 - 2018
President Central Ohio Diversity Consortium 2012-2014
Vice President Central Ohio Diversity Consortium 2009 - 2012
Philanthropy Ohio Cultural Competency Panelist - 2015
Ohio Diversity and Leadership Conference Facilitator & Panelist 2010
State of the State Diversity Conference Presenter 2010
Featured Article - Who's Who in Black Columbus 2010
Leadership Columbus Graduate 2008
United Way Key Club Member 2004 - Current
Project Diversity Graduate 2002
Workshop Presenter United Way World Wide Conferences 2007, 2008, 2009, 2012, 2013

VOLUNTEERISM

Advisory Council African American Leadership Academy, Columbus Coalition Victims Task Force, New Albany Classic (7 years), Franklin County Somali Committee, Ohio Hispanic Network, Juvenile Justice Community Planning Initiative, Neighborhood Safety Working Group, Former board member Community Refugee and Immigration Services.